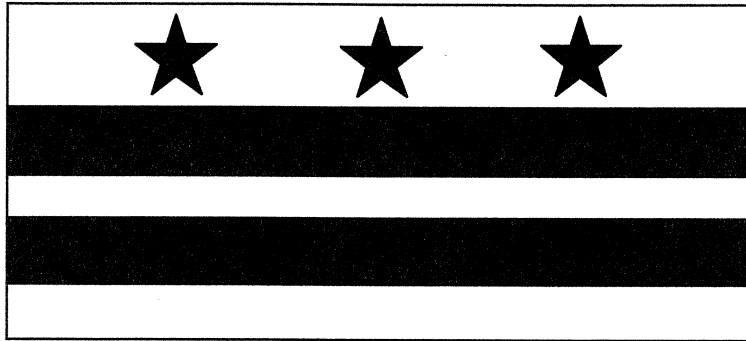


## **Exhibit H**

### **Report From Enrolled Actuary For Fiscal Year 2001**

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**District of Columbia  
Retirement Board**

**Valuation as of October 1, 1999  
for Fiscal Year 2001**



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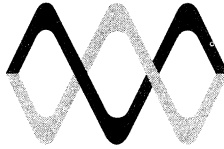
**Required Actuarial Certifications**  
**Under D.C. Law 12-152**  
**for Fiscal Year 2001**  
**(Dollars in Millions)**

<u>Certification</u>	<u>Code Section</u>	<u>Teachers</u>	<u>Police</u>	<u>Fire</u>	<u>Police/Fire Combined</u>	<u>Total District</u>
FY 2001 Normal Contribution Rate	§1-784.3(a)(3)(A)	2.3% <sup>1</sup>	18.8% <sup>1</sup>	22.3% <sup>1</sup>	19.7% <sup>1</sup>	10.1% <sup>1</sup>
Estimated FY 2001 Covered Payroll	NA	\$291.4	\$175.1	\$63.2	\$238.3	\$529.7
FY 2001 District Payment before §1-784.2(c)	NA	\$6.6 <sup>1</sup>	\$32.9 <sup>1</sup>	\$14.1 <sup>1</sup>	\$47.0 <sup>1</sup>	\$53.6 <sup>1</sup>
FY 1999 Shortfall / Overpayment	§1-784.2(c)	(\$6.4)	\$0.7	(\$0.3)	\$0.4	(\$6.0)
FY 2001 District Payment	NA	\$0.2 <sup>1</sup>	\$33.6 <sup>1</sup>	\$13.8 <sup>1</sup>	\$47.4 <sup>1</sup>	\$47.6 <sup>1</sup>
Present Value of Future Benefits	§1-784.3(a)(3)(B)	\$802.5	\$1,333.6	\$533.7	\$1,867.3	\$2,669.8
Current Value of Assets	§1-784.3(a)(3)(C)	\$580.0 <sup>1</sup>	\$806.4 <sup>1</sup>	\$328.2 <sup>1</sup>	\$1,134.6 <sup>1</sup>	\$1,714.6
Actuarial Value of Assets	§1-784.3(a)(3)(D)	\$544.1 <sup>1</sup>	\$765.2 <sup>1</sup>	\$310.8 <sup>1</sup>	\$1,076.0 <sup>1</sup>	\$1,620.1

  
Gene M. Kálwarski, F.S.A.

12/20/99  
(Date)

<sup>1</sup> These amounts are based on an initial allocation of the \$1.275 billion in replacement plan assets between the Teachers' and the Police Officers' and Firefighters' Retirement Funds that has not yet been approved as final. When the final allocation method is determined, any changes will be reflected in District payments in future fiscal years.



**MILLIMAN & ROBERTSON, INC.**

Actuaries & Consultants

*Internationally WOODROW MILLIMAN*

Suite 1000, 8000 Towers Crescent Drive, Vienna, VA 22182-2700

Telephone: 703/917-0143

Fax: 703/827-9266

April 10, 2000

D.C. Retirement Board  
1400 L Street, NW  
Suite 300  
Washington, DC 20005

Dear Members of the Board:

At your request, we have made our annual actuarial valuation of the District of Columbia Retirement Fund as of October 1, 1999, for fiscal year 2001. The results of the valuation are contained in the following report.

This report has been prepared for purposes of disclosure and for statutory funding calculations. Determinations for other purposes may be significantly different than those presented herein.

This report contains the actuarial certification approved by the Board during its December 1999 meeting. However, as a result of the vote of the Board in January 2000 to change the asset distribution method, the normal contribution rates changed from those previously certified. This report reflects the new fiscal year 2001 contribution rates. Any necessary adjustments to the certified 2001 District payment will be realized in the fiscal year 2003 contribution as part of the D.C. Code 1-784.2(c) adjustment.

The actuary has recommended the actuarial assumptions used in this valuation. We believe that the assumptions we have recommended, in the aggregate, are reasonably related to the experience of the Fund and the retirement program and to reasonable expectations, and represent our best estimate of anticipated future experience of the plan.

We have relied, without audit, on employee census data provided by the Office of Payroll and Retirement Services of the District of Columbia. Census data provided to us has been reviewed for reasonableness. The District of Columbia Retirement Board provided us with the market value of assets as of October 1, 1999.

We hereby certify that, to the best of our knowledge, this report is complete and accurate and has been prepared in accordance with generally recognized and accepted actuarial principles and practices set forth by the American Academy of Actuaries.

Respectfully submitted,

MILLIMAN & ROBERTSON, INC.

A handwritten signature in black ink, appearing to read "J. Colberg", with a stylized, flowing script.

John L. Colberg, F.S.A.  
Consulting Actuary

A handwritten signature in black ink, appearing to read "Gene M. Kalwarski", with a stylized, flowing script.

Gene M. Kalwarski, F.S.A.  
Principal & Consulting Actuary

Enclosure

JLC/EMG/DCR/10  
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## ***Section I Board Summary***

---

### **Valuation Comments:**

The report presents the results of the October 1, 1999 actuarial valuation of the D.C. Police Officers and Fire Fighters Retirement Fund and the D.C. Teachers Retirement Fund (the Funds) for the District of Columbia Retirement Board (the Board). The primary purposes of performing the valuation are as follows.

- to **determine the appropriate contribution** to each Fund to be paid by the District in Fiscal Year 2001;
- to **determine the overpayment or shortfall** from the District to each fund for the prior fiscal year;
- to **disclose asset and liability measures** of each fund; and
- to **analyze and report on trends** in the contributions, assets, and liabilities of the Funds over the past several years.

Prior to the District of Columbia Retirement Protection Act of 1997 (DCRPA '97), the Board had been responsible for management and control of the Teachers, the Police Officers and Fire Fighters, and the Judges Retirement Funds. However, DCRPA '97 transferred, subject to instruction from the U.S. Treasury, management and control of the entire Judges retirement fund (including liabilities accrued after June 30, 1997) to the Federal Government.

DCRPA '97 also provided that the Federal Government assume the liabilities for anyone retired on or before June 30, 1997, as well as liabilities attributable to active employees' service on or before June 30, 1997. As compensation for absorbing these liabilities, the Federal Government appropriated all but \$1.275 billion of the assets of the three retirement funds as of October 1, 1997. Employee contributions (with interest) made between June 30, 1999 and September 30, 1997 also remained with the District.

Following the Federal legislation, the District government passed D.C. Law 12-189 that required future District contributions to be made in accordance with an actuarially sound funding method to try to prevent the District from incurring any future unfunded liabilities.

Over the past few years, the funds have been experiencing fluctuations in the investment return as a result of volatility in the financial markets. On a market value basis, the fund experienced an approximate return of 18.5% for fiscal year ending September 30, 1999. This followed a 1.7% return for fiscal year ending September 30, 1998 and a 27% return for fiscal year ending September 30, 1997. This volatility could potentially cause significant fluctuations in the District contribution rate. In order to minimize such fluctuations, the Board voted last year to use an actuarial ("smoothed") value of assets for determining the District contribution beginning with the fiscal year 2001 District payment. The determination of the actuarial value of assets is detailed in Section II.

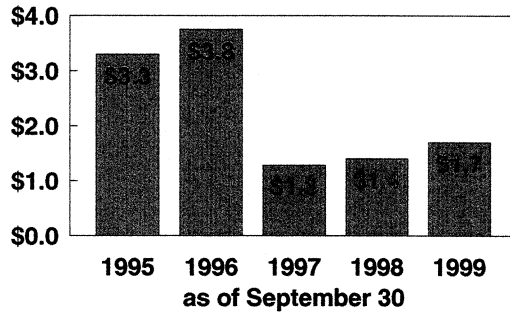
Finally, for the first time, the District payment reflects the adjustment pursuant to §1-784.2(c) of the D.C. Code. This adjustment either raises or lowers the District payment based on the comparison of actual and projected fiscal year covered payroll. This adjustment is detailed in Section III.



The balance of this section presents system trends and tables summarizing results for both of the Retirement Funds.

### Trends of the Retirement Funds:

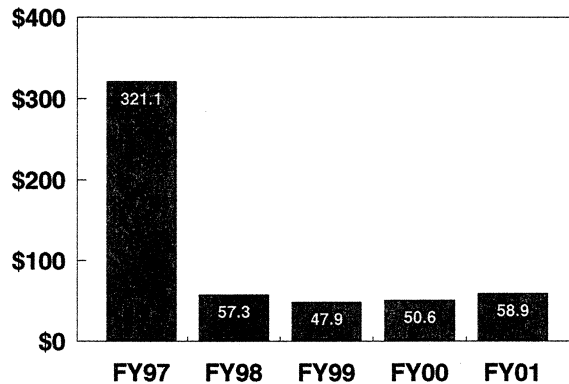
Billions **Market Value of Assets**



After returning 1.7% for fiscal year ending September 30, 1998, the fund returned 18.5% for fiscal year ending September 30, 1999. This was far in excess of the actuarial assumed rate of 7.25%.

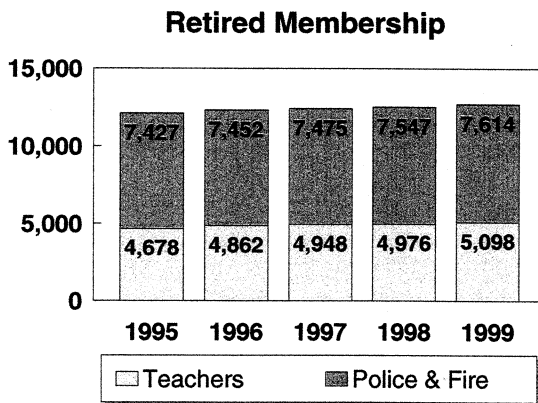
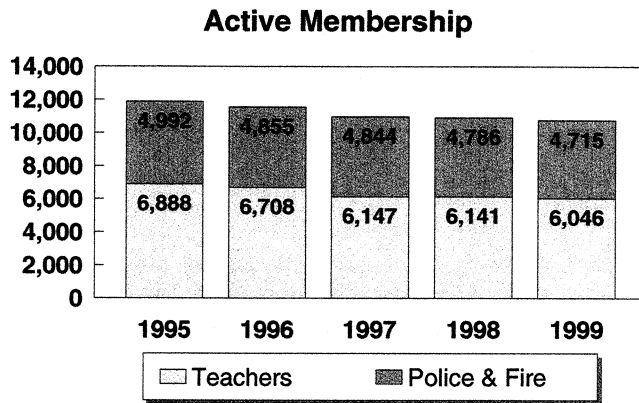
*The District of Columbia Retirement Protection Act of 1997 (DCRPA '97) significantly lowered the required District payments. For fiscal years 1998 through 2001, the required District payments have remained relatively stable.*

Millions **District Payments**  
[before D.C. Code §1-784.2(c)]



## Trends of the Retirement Funds (continued):

*In the past five years the number of active participants has declined, as the District has reduced its payroll expenditures.*



*The rate of increase in the retirees has slowed. However, with a large number of Police & Fire eligible to retire, the number of retirees could increase significantly in the near future. Participants who retired on or before June 30, 1997 are receiving their entire benefit from the Federal Government.*



***Report of the Actuary to the D.C. Retirement Board***  
***Valuation as of October 1, 1999***

**SUMMARY OF PRINCIPAL RESULTS**

*(Dollars in Millions)*

**1. Participant Data**

	<u>October 1, 1999</u>	<u>October 1, 1998</u>	<u>Change</u>
Active Members			
Hired prior to mid-November, 1996	9,175	9,949	-7.8%
Hired on or after mid-November, 1996	1,586	978	62.2%
<b>Total</b>	<b>10,761</b>	<b>10,927</b>	<b>-1.5%</b>
Retired Members and Beneficiaries			
Federal Responsibility	12,064	12,285	-1.8%
Joint (Federal & District) Responsibility	648	238	172.3%
<b>Total</b>	<b>12,712</b>	<b>12,523</b>	<b>1.5%</b>
Vested Terminated Members	25	25	0.0%
<b>Total Participants</b>	<b>23,498</b>	<b>23,475</b>	<b>0.1%</b>
Annual Salaries of Active Members	\$496.6	\$485.7	2.2%
Annual Retirement Benefits for Retirees & Beneficiaries			
Federal Responsibility	\$395.2	\$379.5	4.1%
Joint (Federal & District) Responsibility	\$2.3	\$0.7	228.6%
<b>Total</b>	<b>\$397.5</b>	<b>\$380.2</b>	<b>4.6%</b>

**2. Assets and Liabilities**

	<u>October 1, 1999</u>	<u>October 1, 1998</u>	<u>Change</u>
Present Value of Future District Benefits	\$2,669.8	\$2,375.8	12.4%
District Assets for Valuation Purposes	\$1,620.1	\$1,387.7	16.7%
Present Value of Future Employee Contributions	\$406.7	\$390.9	4.0%
Present Value of Future District Contributions	\$728.2	\$597.2	21.9%
Present Value of Future Salaries	\$5,681.5	\$5,510.8	3.1%
Market Value of District Assets	\$1,714.6	\$1,387.7	23.6%

**3. District Contribution Results**

	<u>Fiscal Year 2001</u>	<u>Fiscal Year 2000</u>	<u>Change</u>
Normal Contribution Rate	11.1%	9.8%	13.3%
Projected Payroll	\$529.7	\$515.7	2.7%
District Payment before §1-784.2 Adjustment	\$58.9	\$50.6	16.4%
District Payment after §1-784.2 Adjustment	\$59.3	\$50.6	17.2%



***Report of the Actuary to the D.C. Retirement Board  
for the Teachers' Retirement Fund  
Valuation as of October 1, 1999***

**SUMMARY OF PRINCIPAL RESULTS**

*(Dollars in Millions)*

<b>1. Participant Data</b>	<b>October 1, 1999</b>	<b>October 1, 1998</b>	<b>Change</b>
Active Members			
Hired prior to November 16, 1996	4,967	5,537	-10.3%
Hired on or after November 16, 1996	1,079	604	78.6%
<b>Total</b>	<b>6,046</b>	<b>6,141</b>	<b>-1.5%</b>
Retired Members and Beneficiaries			
Federal Responsibility	4,748	4,872	-2.5%
Joint (Federal & District) Responsibility	350	104	236.5%
<b>Total</b>	<b>5,098</b>	<b>4,976</b>	<b>2.5%</b>
Vested Terminated Members	25	25	0.0%
<b>Total Participants</b>	<b>11,169</b>	<b>11,142</b>	<b>0.2%</b>
Annual Salaries of Active Members	\$275.3	\$281.2	-2.1%
Annual Retirement Benefits for Retirees & Beneficiaries			
Federal Responsibility	\$147.2	\$142.0	3.7%
Joint (Federal & District) Responsibility	\$0.7	\$0.2	250.0%
<b>Total</b>	<b>\$147.9</b>	<b>\$142.2</b>	<b>4.0%</b>
<b>2. Assets and Liabilities</b>	<b>October 1, 1999</b>	<b>October 1, 1998</b>	<b>Change</b>
Present Value of Future District Benefits	\$802.5	\$760.4	5.5%
District Assets for Valuation Purposes	\$691.0	\$461.0	49.9%
Present Value of Future Employee Contributions	\$196.7	\$198.4	-0.9%
Present Value of Future District Contributions	\$0.0	\$101.0	-100.0%
Present Value of Future Salaries	\$2,732.9	\$2,793.3	-2.2%
Market Value of District Assets	\$726.9	\$461.0	57.7%
<b>3. District Contribution Results</b>	<b>Fiscal Year 2001</b>	<b>Fiscal Year 2000</b>	<b>Change</b>
Normal Contribution Rate	0.0%	3.6%	-100.0%
Projected Payroll	\$291.4	\$297.0	-1.9%
District Payment before §1-784.2 Adjustment	\$0.0	\$10.7	-100.0%
District Payment after §1-784.2 Adjustment	\$0.0	\$10.7	-100.0%



***Report of the Actuary to the D.C. Retirement Board  
for the Police Officers' Portion of the  
Police Officers and Fire Fighters' Retirement Fund  
Valuation as of October 1, 1999***

**SUMMARY OF PRINCIPAL RESULTS**

*(Dollars in Millions)*

**1. Participant Data**

	<u>October 1, 1999</u>	<u>October 1, 1998</u>	<u>Change</u>
Active Members			
Hired prior to February 15, 1980	494	620	-20.3%
Hired between Feb. 15, 1980 and Nov. 10, 1996	2,573	2,645	-2.7%
Hired on or after November 10, 1996	412	309	33.3%
<b>Total</b>	<b>3,479</b>	<b>3,574</b>	<b>-2.7%</b>
Retired Members and Beneficiaries			
Federal Responsibility	5,383	5,462	-1.4%
Joint (Federal & District) Responsibility	231	88	162.5%
<b>Total</b>	<b>5,614</b>	<b>5,550</b>	<b>1.2%</b>
Vested Terminated Members	0	0	NA
<b>Total Participants</b>	<b>9,093</b>	<b>9,124</b>	<b>-0.3%</b>
Annual Salaries of Active Members	\$162.8	\$151.3	7.6%
Annual Retirement Benefits for Retirees & Beneficiaries			
Federal Responsibility	\$176.9	\$167.7	5.5%
Joint (Federal & District) Responsibility	\$0.4	\$0.2	100.0%
<b>Total</b>	<b>\$177.3</b>	<b>\$167.9</b>	<b>5.6%</b>

**2. Assets and Liabilities**

	<u>October 1, 1999</u>	<u>October 1, 1998</u>	<u>Change</u>
Present Value of Future District Benefits	\$1,333.6	\$1,154.9	15.5%
District Assets for Valuation Purposes	\$660.3	\$657.9	0.4%
Present Value of Future Employee Contributions	\$156.2	\$142.8	9.4%
Present Value of Future District Contributions	\$517.1	\$354.2	46.0%
Present Value of Future Salaries	\$2,190.7	\$2,013.8	8.8%
Market Value of District Assets	\$701.5	\$657.9	6.6%

**3. District Contribution Results**

	<u>Fiscal Year 2001</u>	<u>Fiscal Year 2000</u>	<u>Change</u>
Normal Contribution Rate	23.6%	17.6%	34.1%
Projected Payroll	\$175.1	\$161.6	8.4%
District Payment before §1-784.2 Adjustment	\$41.3	\$28.4	45.4%
District Payment after §1-784.2 Adjustment	\$42.0	\$28.4	47.9%



***Report of the Actuary to the D.C. Retirement Board  
for the Fire Fighters' Portion of the  
Police Officers and Fire Fighters' Retirement Fund  
Valuation as of October 1, 1999***

**SUMMARY OF PRINCIPAL RESULTS**

*(Dollars in Millions)*

**1. Participant Data**

	<u>October 1, 1999</u>	<u>October 1, 1998</u>	<u>Change</u>
Active Members			
Hired prior to February 15, 1980	243	262	-7.3%
Hired between Feb. 15, 1980 and Nov. 10, 1996	898	885	1.5%
Hired on or after November 10, 1996	95	65	46.2%
<b>Total</b>	<b>1,236</b>	<b>1,212</b>	<b>2.0%</b>
Retired Members and Beneficiaries			
Federal Responsibility	1,933	1,951	-0.9%
Joint (Federal & District) Responsibility	67	46	45.7%
<b>Total</b>	<b>2,000</b>	<b>1,997</b>	<b>0.2%</b>
Vested Terminated Members	0	0	NA
<b>Total Participants</b>	<b>3,236</b>	<b>3,209</b>	<b>0.8%</b>
Annual Salaries of Active Members	\$58.5	\$53.2	10.0%
Annual Retirement Benefits for Retirees & Beneficiaries			
Federal Responsibility	\$71.1	\$69.8	1.9%
Joint (Federal & District) Responsibility	\$1.2	\$0.3	300.0%
<b>Total</b>	<b>\$72.3</b>	<b>\$70.1</b>	<b>3.1%</b>

**2. Assets and Liabilities**

	<u>October 1, 1999</u>	<u>October 1, 1998</u>	<u>Change</u>
Present Value of Future District Benefits	\$533.7	\$460.5	15.9%
District Assets for Valuation Purposes	\$268.8	\$268.8	0.0%
Present Value of Future Employee Contributions	\$53.8	\$49.7	8.2%
Present Value of Future District Contributions	\$211.1	\$142.0	48.7%
Present Value of Future Salaries	\$757.9	\$703.7	7.7%
Market Value of District Assets	\$286.2	\$268.8	6.5%

**3. District Contribution Results**

	<u>Fiscal Year 2001</u>	<u>Fiscal Year 2000</u>	<u>Change</u>
Normal Contribution Rate	27.9%	20.2%	38.1%
Projected Payroll	\$63.2	\$57.1	10.7%
District Payment before \$1-784.2 Adjustment	\$17.6	\$11.5	53.0%
District Payment after \$1-784.2 Adjustment	\$17.3	\$11.5	50.4%



***Report of the Actuary to the D.C. Retirement Board  
for the Police Officers and Fire Fighters' Retirement Fund  
Valuation as of October 1, 1999***

**SUMMARY OF PRINCIPAL RESULTS**

*(Dollars in Millions)*

	<u>October 1, 1999</u>	<u>October 1, 1998</u>	<u>Change</u>
<b>1. Participant Data</b>			
Number of:			
Hired prior to February 15, 1980	737	882	-16.4%
Hired between Feb. 15, 1980 and Nov. 10, 1996	3,471	3,530	-1.7%
Hired on or after November 10, 1996	507	374	35.6%
<b>Total</b>	<b>4,715</b>	<b>4,786</b>	<b>-1.5%</b>
Retired Members and Beneficiaries			
Federal Responsibility	7,316	7,413	-1.3%
Joint (Federal & District) Responsibility	298	134	122.4%
<b>Total</b>	<b>7,614</b>	<b>7,547</b>	<b>0.9%</b>
Vested Terminated Members	0	0	NA
<b>Total Participants</b>	<b>12,329</b>	<b>12,333</b>	<b>-0.0%</b>
Annual Salaries of Active Members	\$221.3	\$204.5	8.2%
Annual Retirement Benefits for Retirees & Beneficiaries			
Federal Responsibility	\$248.0	\$237.5	4.4%
Joint (Federal & District) Responsibility	\$1.6	\$0.5	220.0%
<b>Total</b>	<b>\$249.6</b>	<b>\$238.0</b>	<b>4.9%</b>
<b>2. Assets and Liabilities</b>			
	<u>October 1, 1999</u>	<u>October 1, 1998</u>	<u>Change</u>
Present Value of Future District Benefits	\$1,867.3	\$1,615.4	15.6%
District Assets for Valuation Purposes	\$929.1	\$926.7	0.3%
Present Value of Future Employee Contributions	\$210.0	\$192.5	9.1%
Present Value of Future District Contributions	\$728.2	\$496.2	46.8%
Present Value of Future Salaries	\$2,948.6	\$2,717.5	8.5%
Market Value of District Assets	\$987.7	\$926.7	6.6%
<b>3. District Contribution Results</b>			
	<u>Fiscal Year 2001</u>	<u>Fiscal Year 2000</u>	<u>Change</u>
Normal Contribution Rate	24.7%	18.2%	35.7%
Projected Payroll	\$238.3	\$218.7	9.0%
District Payment before §1-784.2 Adjustment	\$58.9	\$39.9	47.6%
District Payment after §1-784.2 Adjustment	\$59.3	\$39.9	48.6%



## ***Section II   Assets and Liabilities***

---

In this section we present details regarding both the Assets and Liabilities of the Fund. In the following subsections, we will summarize the following:

- (a) the Current Value and Actuarial Value of District Assets;
- (b) the Distribution of the Actuarial Value of Assets between Individual Funds;
- (c) the Present Value of Future District Retirement Benefits; and
- (d) the Present Value of Accrued District Retirement Benefits



## **Current Value of District Assets**

In this subsection, we present details with regards to the **Current Value of District Assets**.

Table II-1 traces the increases and decreases in the Current Value of District Assets from October 1, 1998 through October 1, 1999. The allocation of benefit payments and investment income are approximations based on the most recent information available from the District of Columbia and the D.C. Retirement Board.

*Table II-1*

### **Current Value of Assets as of October 1, 1999**

(Dollars in Millions)

1.	Current Value of Assets as of October 1, 1998	\$1,387.7
2.	FY99 District Contributions	53.7
3.	FY99 Employee Contributions	36.4
4.	Estimated Reimbursement to U.S. Treasury for Benefits Paid	(2.3)
5.	FY99 Estimated Investment Earnings	239.1
6.	Current Value of Assets as of October 1, 1999	\$1,714.6



## **Actuarial Value of District Assets**

In this subsection, we present details with regards to the **Actuarial Value of District Assets**.

An actuarial value of assets is a "smoothed" value of assets. It should be based upon the market value of assets. It is the actuarial value, rather than market value, of assets that is used to determine the District contribution.

Since the annual District contribution is based on the difference between the present value of future benefits and assets plus the present value of future employee contributions, fluctuations in assets can cause similar fluctuations in annual contributions. The use of an actuarial value of assets can help reduce the effect of market fluctuations on the District contributions.

The current actuarial value of asset method was approved by the Board last year. The actuarial value of assets is the expected market value of assets (assuming a 7.25% rate of return) plus 1/3 of the difference between the expected and actual market value of assets. There is then a final adjustment made for the effect of the adjustment pursuant to §1-784.2(c) of the D.C. Code. This adjustment is explained in further detail in Section III of this report.

Table II-2 shows the development of the Actuarial Value of District Assets as of October 1, 1999.

*Table II-2*

### **Actuarial Value of Assets as of October 1, 1999**

**(Dollars in Millions)**

1.	Current Value of Assets as of October 1, 1998	\$1,387.7
2.	FY99 District Contributions	53.7
3.	FY99 Employee Contributions	36.4
4.	Estimated Reimbursement to U.S. Treasury for Benefits Paid	(2.3)
5.	FY99 Expected Investment Earnings @ 7.25%	105.8
6.	Expected Current Value of Assets as of October 1, 1999	\$1,581.3
7.	Actual Current Value of Assets as of October 1, 1999	\$1,714.6
8.	Smoothed Value of Assets as of October 1, 1999 [(2/3 x 6.) + (1/3 x 7.)]	\$1,625.7
9.	Present Value of §1-784.2(c) Adjustment	(5.6)
10.	Actuarial Value of Assets as of October 1, 1999 [(8.) + (9.)]	\$1,620.1



## **Distribution of the Actuarial Value of District Assets**

When Congress passed DCRPA '97 in August of 1997, the legislation stated the following:

*"...the Secretary shall designate assets with a value of \$1.275 billion that shall not be transferred from the District Retirement Fund..."*

The legislation gave no guidance, however, on how the \$1.275 billion was to be distributed between the Teacher and the Police/Fire retirement funds. As stated in our valuation for Fiscal Year 1999, the three purposes of the legislation were

- ♦ To relieve the District of the unfunded liabilities in the three retirement funds (\$4.8 billion as of October 1, 1996);
- ♦ To reduce District contributions to the Retirement Funds by at least \$250 million;
- ♦ To provide that the new District retirement plan be actuarially sound.

The legislation also provided that, until the Federal assets were transferred out of the Funds, the assets were officially under the jurisdiction of the U.S. Treasury. Therefore, the Board could not distribute the \$1.275 billion between the two retirement funds. However, as the actuary for the funds, we needed to distribute the assets in order to determine the District contribution for fiscal years 1999 and 2000. During the interim years, we distributed the \$1.275 billion in proportion to the Present Value of Future District Benefits (Option 1 below). It should be noted that this method was solely for the purpose of determining the District contribution and was not intended to represent the actual assets in each fund individually, though they did represent the TOTAL amount of District assets.

On April 30, 1999, the asset transfer to the U.S. Treasury occurred. In conjunction with the actuarial valuation, the Board was presented with four options for distributing the \$1.275 billion, all of which were consistent with the goals of the legislation listed above. The four options were:

- ♦ **Option 1: Distribute based on Total District Liability**

This method distributes the October 1, 1997 assets in proportion to the October 1, 1997 Present Value of Future District Benefits.

- ♦ **Option 2: Distribute based on Net District Liability**

This method is similar to Option 1, except that assets are distributed in proportion to the Present Value of Future District Benefits less the Present Value of Future Employee Contributions as of October 1, 1997.

- ♦ **Option 3: Distribute based on Projected Fiscal Year 1999 Contribution**

This method distributes the October 1, 1997 assets so that the actual Fiscal Year 1999 District payment to the Teachers' and Police/Fire Funds was in the same proportion as the projected District payment performed during the development of DCRPA '97.

- ♦ **Option 4: Distribute based on Historical Allocation**

This method distributes the assets so that the proportion of the assets in the Teachers' and Police/Fire Funds after the transfer to the U.S. Treasury is the same as the proportion of the assets before the transfer.

During the January 20, 2000 Board meeting, Option 4 was adopted.



## **Distribution of the Actuarial Value of District Assets (cont.)**

Note that the Board is required by law to certify to the Mayor a District payment in December, prior to when the discussion of the distribution of District assets could be completed. Therefore, we presented the Board with a certification based on the preliminary asset distribution.

Tables II-3 and II-4 on the following two pages illustrate the development of the distribution of the actuarial value of assets between Teachers, Police Officers, and Fire Fighters. Table II-3 develops the distribution of the current value of assets, which is used to subsequently determine the distribution of the actuarial value of assets, which is shown in Table II-4.

The fiscal year 1999 employee and District contributions were provided by the Board for all three classes of employees. However, these contributions were not split between police officers and fire fighters. We allocated the employee contributions between police officers and fire fighters based on payroll. The allocation of the fiscal year 1999 Police/Fire District contribution of \$35.1 million was provided by the District.

With regards to allocating fiscal year 1998 and 1999 benefit payments, participants who retired after the freeze date of June 30, 1997 have benefits which are partly the responsibility of the District of Columbia. Benefit payments attributable to the District of Columbia were estimated based on our understanding of the legislation. It is also our understanding that the District will reimburse the U.S. Treasury for their payments to District annuitants while benefit splits are being determined.

Finally, for the purpose of determining the preliminary Current Value of Assets, the investment income for the periods October 1, 1998 through September 30, 1999 was derived for the fund in total. Investment earnings were allocated so that each fund received approximately the same rate of return, factoring in the net cash flows. Small differences in the rate of return occur because of rounding.



Table II-3

### Distribution of the Current Value of District Assets as of October 1, 1999

(Dollars in Millions)

	Teachers Fund	Police	Fire	Police/ Fire Fund	Total
1. Distribution of the Current Value of Assets as of October 1, 1998	\$461.0	\$657.9	\$268.8	\$926.7	\$1,387.7
2. FY99 District Contributions	18.6	24.6	10.5	35.1	53.7
3. FY99 Employee Contributions <sup>1</sup>	20.8	11.5	4.1	15.6	36.4
4. FY99 Estimated Benefit Payments	(0.7)	(0.4)	(1.2)	(1.6)	(2.3)
5. FY99 Estimated Investment Earnings	80.3	112.8	46.0	158.8	239.1
6. Preliminary Distribution of the Current Value of Assets as of October 1, 1999 <sup>2</sup>	\$580.0	\$806.4	\$328.2	\$1,134.6	\$1,714.6
7. Final Distribution of the Current Value of Assets as of October 1, 1999 <sup>2</sup>	\$726.9	\$701.5	\$286.2	\$987.7	\$1,714.6
8. Approximate Rate of Return	16.4%	16.4%	16.4%	16.4%	16.4%

<sup>1</sup> The employee contributions for police officers and fire fighters were allocated based on their valuation earnings.

<sup>2</sup> The preliminary distribution of assets was based on an interim method of distributing the \$1.275 billion between the Teachers' and Police/Fire retirement funds. This interim method was based on distributing the October 1, 1997 assets based on the Present Value of Future District Benefits as of October 1, 1997 (Option 1 on page II-4). The final distribution of assets reflects the Retirement Board's decision to distribute the October 1, 1999 assets in proportion to the Historical allocation. The difference between the preliminary and final assets does not represent a transfer of assets, but rather an adjustment to past practice to be consistent with the Board's decision. Refer to page II-4 for more details.



Table II-4

### Distribution of the Actuarial Value of District Assets as of October 1, 1999

(Dollars in Millions)

	Teachers Fund	Police	Fire	Police/ Fire Fund	Total
1. Distribution of the Current Value of Assets as of October 1, 1998	\$461.0	\$657.9	\$268.8	\$926.7	\$1,387.7
2. FY99 District Contributions	18.6	24.6	10.5	35.1	53.7
3. FY99 Employee Contributions <sup>1</sup>	20.8	11.5	4.1	15.6	36.4
4. FY99 Estimated Benefit Payments	(0.7)	(0.4)	(1.2)	(1.6)	(2.3)
5. FY99 Expected Investment Earnings	35.5	49.9	20.4	70.3	105.8
6. Expected Market Value of Assets as of October 1, 1999	\$535.2	\$743.5	\$302.6	\$1,046.1	\$1,581.3
7. Preliminary Distribution of the Current Value of Assets as of October 1, 1999	\$580.0	\$806.4	\$328.2	\$1,134.6	\$1,714.6
8. Smoothed Value of Assets as of October 1, 1999 $[2/3 \times (6.) + 1/3 \times (7.)]$	\$550.1	\$764.5	\$311.1	\$1,075.6	\$1,625.7
9. Present Value of §1-784.2(c) Adjustment	(\$6.0)	\$0.7	(\$0.3)	\$0.4	(\$5.6)
10. Preliminary Distribution of the Actuarial Value of Assets as of October 1, 1999 <sup>2</sup> $[(8.) + (9.)]$	\$544.1	\$765.2	\$310.8	\$1,076.0	\$1,620.1
11. Final Distribution of the Actuarial Value of Assets as of October 1, 1999 <sup>2</sup>	\$691.0	\$660.3	\$268.8	\$929.1	\$1,620.1

<sup>1</sup> The employee contributions for police officers and fire fighters were allocated based on their valuation earnings.

<sup>2</sup> The preliminary distribution of assets was based on an interim method of distributing the \$1.275 billion between the Teachers' and Police/Fire retirement funds. This interim method was based on distributing the October 1, 1997 assets based on the Present Value of Future District Benefits as of October 1, 1997 (Option 1 on page II-4). The final distribution of assets reflects the Retirement Board's decision to distribute the October 1, 1999 assets in proportion to the Historical allocation. The difference between the preliminary and final assets does not represent a transfer of assets, but rather an adjustment to past practice to be consistent with the Board's decision. Refer to page II-4 for more details.



## **Present Value of Future District Retirement Benefits**

In this subsection, we detail the calculation of the present value of future District benefits. This calculation is necessary for developing the fiscal year 2001 District payment.

**The present value of future benefits** represents the total lump sum value on the valuation date which would be sufficient to pay for all future benefits of current members (including inactive members) considering expected future salary increases, service credits, employment termination, and mortality.

Pursuant to DCRPA '97, the federal government becomes responsible for benefits attributable to service prior to June 30, 1997 including any increase in benefits attributable to future pay increases. The value of these benefits is referred to as the **present value of future Federal benefits**.

The difference between the present value of future benefits and the total present value of future Federal benefits is referred to as the **present value of future District benefits**.

Table II-5

### **Present Value of Future District Benefits as of October 1, 1999**

(Dollars in Millions)

	<b>Teachers Fund</b>	<b>Police</b>	<b>Fire</b>	<b>Police/ Fire Fund</b>	<b>Total</b>
1. Present Value of Future Benefits	\$3,873.9	\$5,431.7	\$2,074.4	\$7,506.1	\$11,380.0
2. Present Value of Future Federal Benefits	\$3,071.4	\$4,098.1	\$1,540.7	\$5,638.8	\$8,710.2
3. Present Value of Future District Benefits (1. - 2.)	\$802.5	\$1,333.6	\$533.7	\$1,867.3	\$2,669.8

<sup>1</sup> For the purpose of calculating the Present Value of Future District benefits, the present value of Future Federal Benefits is calculated using the assumptions approved by the District of Columbia Retirement Board, as described in Appendix B.



## **Present Value of Accrued District Retirement Benefits**

In Table II-6, we disclose the accumulated liability of the Fund if everyone stopped working or if the programs were terminated.

**The present value of accrued benefits** represents the total lump sum value on the valuation date which would be sufficient to pay for all benefit accrued accrued to the valuation date.

We have one comment on the present value of accrued benefits. The fact that plan assets exceed these liabilities does not constitute "overfunding". Under the funding method employed by the plan (and by most public sector plans), liabilities accruing each year are not paid for as earned in that year. Rather, benefits are funded in a way as to maintain a level funding pattern (as a percent of pay) between the valuation date and retirement date. Therefore, assets are expected to exceed liabilities accrued to date early in a member's career in order to avoid a dramatic escalation in costs for benefits earned late in a member's career (when age and salary are highest).

*Table II-6*

### **Present Value of Accrued District Benefits as of October 1, 1999**

(Dollars in Millions)

	<b>Teachers Fund</b>	<b>Police</b>	<b>Fire</b>	<b>Police/ Fire Fund</b>	<b>Total</b>
1. Present Value of Accrued District Benefits as of October 1, 1999	\$123.2	\$237.3	\$113.4	\$350.7	\$473.9
2. Actuarial Value of Assets as of as of October 1, 1999 (Table II-4)	\$691.0	\$660.3	\$268.8	\$929.1	\$1,620.1
3. Unfunded Present Value of Accrued District Benefits (1. - 2., not less than zero)	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0



### ***Section III Contributions***

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In this section, we develop the fiscal year 2001 District payment. The normal contribution rate developed is a percentage of active member payroll. The dollar amount of the District payment is determined by applying the contribution rate to the projected payroll for fiscal year 2001.

An actuarially sound funding method is designed so that the benefits of the current workforce will be completely paid for (i.e. funded) by the time they leave employment due to retirement, disability, death, withdrawal, etc. The first step in this process is to determine the present value, as of the valuation date, of all future benefits payable from the retirement funds. In the District's case, this figure is the **present value of future District benefits** developed in Table II-5.

The present value of future District benefits will be funded from three sources: assets, future employee contributions, and future District contributions. The assets, of course, are known as of the valuation date. For these purposes, actuaries commonly use an **actuarial value of assets**.

An actuarial value of assets is a "smoothed market value" and is used to keep the contribution rate from fluctuating due to sudden upswings or downturns in the financial markets. As mentioned earlier in this report, the Board has elected to use an actuarial value of asset method for determining the fiscal year 2001 District contribution.

The second source for paying future benefits is current employee contributions. These are specified as a fixed percentage of future pay (7% or 8%, depending upon hire date). Future District contributions must make up any difference between the future District benefits and the actuarial value of assets plus future employee contributions. Thus, the **present value of future District contributions** is the present value of future District benefits less the actuarial value of assets less the present value of future employee contributions.

The future District contributions are spread over future payroll of the workforce to determine the **normal contribution rate**. The District contribution applicable to the fiscal year is the normal contribution rate times the projected payroll.

Finally, the District payment, for the first time, reflects the adjustment pursuant to §1-784.2(c) of the D.C. Code. Further explanation of this adjustment can be found on page III-3.



## Development of the Fiscal Year 2001 District Payment

Table III-1 shows the development of the fiscal year 2001 District payment that was certified during the December 1999 Board meeting. At the time of the certification, the distribution of assets was based on a preliminary actuarial value of assets.

Table III-1

<b>District of Columbia Certified Fiscal Year 2001 Payment</b> (Dollars in Millions)					
	Teachers Fund	Police	Fire	Police/ Fire Fund	Total
1. Present Value of Future District Benefits	\$802.5	\$1,333.6	\$533.7	\$1,867.3	\$2,669.8
2. Preliminary Distribution of the Actuarial Value of Assets	\$544.1	\$765.2	\$310.8	\$1,076.0	\$1,620.1
3. Present Value of Future Employee Contributions	\$196.7	\$156.2	\$53.8	\$210.0	\$406.7
4. Present Value of Future Normal Costs [ (1) - (2) - (3), not less than \$0 ]	\$61.7	\$412.2	\$169.1	\$581.3	NA
5. Present Value of Future Payroll	\$2,732.9	\$2,190.7	\$757.9	\$2,948.6	NA
6. Normal Contribution Rate [(4) / (5)]	2.3%	18.8%	22.3%	19.7%	10.1%
7. Projected FY 2001 Payroll	\$291.4	\$175.1	\$63.2	\$238.3	\$529.7
8. FY 2001 District Payment before §1-784.2(c) [(6)x(7)]	\$6.6	\$32.9	\$14.1	\$47.0	\$53.6
9. D.C. Code §1-784.2(c) Adjustment	(\$6.4)	\$0.7	(\$0.3)	\$0.4	NA
10. FY 2001 District Payment [(8)+(9), not less than \$0]	\$0.2	\$33.6	\$13.8	\$47.4	\$47.6

Table III-2 shows the development of the fiscal year 2001 District payment which reflects the Board's January 20, 2000 decision to distribute assets based on the historical distribution.

Table III-2

<b>District of Columbia Revised Fiscal Year 2001 Payment</b> (Dollars in Millions)					
	Teachers Fund	Police	Fire	Police/ Fire Fund	Total
1. Present Value of Future District Benefits	\$802.5	\$1,333.6	\$533.7	\$1,867.3	\$2,669.8
2. Final Distribution of the Actuarial Value of Assets	\$691.0	\$660.3	\$268.8	\$929.1	\$1,620.1
3. Present Value of Future Employee Contributions	\$196.7	\$156.2	\$53.8	\$210.0	\$406.7
4. Present Value of Future Normal Costs [ (1) - (2) - (3), not less than \$0 ]	\$0.0	\$517.1	\$211.1	\$728.2	NA
5. Present Value of Future Payroll	\$2,732.9	\$2,190.7	\$757.9	\$2,948.6	NA
6. Normal Contribution Rate [(4) / (5)]	0.0%	23.6%	27.9%	24.7%	11.1%
7. Projected FY 2001 Payroll	\$291.4	\$175.1	\$63.2	\$238.3	\$529.7
8. FY 2001 District Payment before §1-784.2(c) [(6)x(7)]	\$0.0	\$41.3	\$17.6	\$58.9	\$58.9
9. D.C. Code §1-784.2(c) Adjustment	(\$6.4)	\$0.7	(\$0.3)	\$0.4	NA
10. FY 2001 District Payment [(8)+(9), not less than \$0]	\$0.0	\$42.0	\$17.3	\$59.3	\$59.3

The changes in the above table will be reflected in the D.C. Code §1-784.2(c) adjustment for fiscal year 2003.



### §1-784.2(c) Adjustment to the Fiscal Year 2001 District Payment

Beginning in fiscal year 2001, the District payment was adjusted pursuant to §1-784.2(c) of the D.C. Code. This section stipulates that "... the enrolled actuary shall determine whether the amount appropriated for the applicable fiscal year resulted in an overpayment or a shortfall based upon the actual covered payroll."

The §1-784.2(c) adjustment to the fiscal year 2001 District payment is calculated by taking the actual fiscal year 1999 covered payroll for each employee class (which is provided by the District) and then multiplying by the fiscal year 1999 normal contribution rate for each employee class, which were certified in our October 1, 1997 report. This result gives the fiscal year 1999 contribution that was **required** to be made by the District. The required contribution is then compared to the fiscal year 1999 contribution that was **actually paid** by the District. The difference between the required and actual contributions is the §1-784.2(c) adjustment. A negative difference translates to a District overpayment, while a positive difference translates to a District contribution shortfall.

Table III-3 shows the development of the §1-784.2(c) adjustment for each employee class.

Table III-3

<b>District of Columbia D.C. Code §1-784.2(c) Adjustment to the FY 2001 Payment</b>				
<b>(Dollars in Millions)</b>				
	<b>Teachers Fund</b>	<b>Police</b>	<b>Fire</b>	<b>Police/ Fire Fund</b>
1. Actual FY 1999 Covered Payroll	\$264.8	\$159.1	\$54.4	\$213.5
2. FY 1999 Normal Contribution Rate	4.6%	15.9%	18.7%	16.6%
3. Actual FY 1999 Contribution Required	\$12.2	\$25.3	\$10.2	\$35.5
4. Actual FY 1999 Contribution Paid	\$18.6	\$24.6	\$10.5	\$35.1
5. §1-784.2(c) Adjustment to FY 2001 Payment	(\$6.4)	\$0.7	(\$0.3)	\$0.4



## ***Appendices***

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Appendix A	Membership Data and Profile
Appendix B	Actuarial Assumptions and Procedures
Appendix C	Summary of the Provisions of the Programs
Appendix D	GASB Disclosures



## ***Appendix A - Membership Data and Profile***

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The District of Columbia provided the actuary with membership data as of June 30, 1999. Assumptions were made on elements missing from the data provided.

In this Appendix, we present a review of the current membership statistics. Section A presents the program performance data. Section B summarizes key active membership statistics. Section C contains the assumptions made for the various components of the data.



## **A. Retired Membership Statistics (as of June 30, 1999)**

### **Average Annuity by Retirement Type: Total Benefits**

	<b>Teachers</b>	<b>Police</b>	<b>Fire</b>
Number of Service Retirements	4,134	3,023	884
Average Service Annuity	\$31,440	\$36,081	\$43,692
Number of Disability Retirements	539	1,427	625
Average Disability Annuity	\$22,656	\$33,260	\$37,927
Number of Survivors	425	1,164	491
Average Survivor Annuity	\$13,507	\$17,825	\$20,334

### **Average Annuity by Retirement Type: Federal Benefits<sup>1</sup>**

	<b>Teachers</b>	<b>Police</b>	<b>Fire</b>
Number of Service Retirements	4,134	3,023	884
Average Service Annuity	\$31,352	\$35,982	\$43,633
Number of Disability Retirements	539	1,427	625
Average Disability Annuity	\$21,876	\$32,925	\$36,472
Number of Survivors	425	1,164	491
Average Survivor Annuity	\$13,507	\$17,825	\$20,334

<sup>1</sup> Includes participants who are the responsibility of both the Federal and District governments.

### **Average Annuity by Retirement Type: Joint Federal & District Benefits**

	<b>Teachers</b>	<b>Police</b>	<b>Fire</b>
Number of Service Retirements	331	186	27
Average District Service Annuity	\$1,099	\$1,612	\$1,936
Average Federal Service Annuity	\$31,263	\$38,708	\$48,429
Number of Disability Retirements	19	45	40
Average District Disability Annuity	\$22,139	\$10,616	\$22,728
Average Federal Disability Annuity	\$584	\$18,285	\$15,870
Number of Survivors	0	0	0
Average District Survivor Annuity	\$0	\$0	\$0
Average Federal Survivor Annuity	\$0	\$0	\$0



**B. Active Membership Statistics (as of June 30, 1999)**

<b><u>Employee Class</u></b>	<b><u>Average Age</u></b>	<b><u>Average Service</u></b>	<b><u>Average Salary</u></b>
Teachers	47.2	16.5	\$45,900
Police	36.6	11.7	\$47,900
Fire	38.3	12.9	\$48,700



## **C. Data Assumptions**

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The following assumptions were made with respect to information provided by the District of Columbia:

(a) **Active Members**

Data for active members was predominantly used as provided by the District. No active police officers or fire fighters were eliminated from the data. Thirteen teachers were eliminated because their information was not valid.

(b) **Former Members**

The data submitted for former members included participants who have withdrawn their contributions and are no longer entitled to a deferred benefit. After further investigation and consultation with staff members of the Board, we have made the following assumptions regarding former Members:

***Teachers***

An examination of a little more than one-third of the records of former teachers on file yielded nine teachers who are entitled to a deferred benefit. Consequently, we have assumed that there are 25 teachers with deferred vested benefits, all females age 50 with fifteen years of service and a final salary of \$48,720.

***Police/Fire***

Since practically all police officers and fire fighters withdraw their contributions if they terminate prior to retirement, we have assumed that there are no police officers or fire fighters with a deferred vested benefit.

(c) **Retired Members**

All retired members whose sex was not on file were designated by the letter C. These retirees were assumed to be all male (with female spouses) for the police officers and fire fighters' program and assumed to be all female (with male spouses) for the teachers' program. The date of retirement appears to be given in the date of entry-of-duty field, the field where date of hire is given for active members. Members are assumed to have recovered all contributions if they have been receiving benefits for more than 3 years (teachers) or 2 years (police/fire).



**DISTRICT OF COLUMBIA RETIREMENT BOARD  
TEACHERS' RETIREMENT FUND**

**SCHEDULE OF ACTIVE PARTICIPANTS HIRED BEFORE NOVEMBER 16, 1996**

	YEARS OF SERVICE									
	0 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	Over 40	Total
Under 20	0	0	0	0	0	0	0	0	0	0
20 to 24	2	0	0	0	0	0	0	0	0	2
25 to 29	81	51	3	0	0	0	0	0	0	135
30 to 34	76	173	34	0	0	0	0	0	0	283
35 to 39	39	109	161	15	0	0	0	0	0	324
40 to 44	36	115	223	103	43	5	0	0	0	525
45 to 49	34	104	251	130	138	152	8	0	0	817
50 to 54	21	83	178	107	133	472	365	8	0	1,367
55 to 59	10	55	106	49	55	153	524	52	0	1,004
60 to 64	5	24	38	27	26	43	116	67	15	361
Over 65	0	13	11	15	5	11	41	21	32	149
Total	304	727	1,005	446	400	836	1,054	148	47	4,967

**SCHEDULE OF ACTIVE PARTICIPANTS HIRED ON OR AFTER NOVEMBER 16, 1996**

	YEARS OF SERVICE									
	0 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	Over 40	Total
Under 20	0	0	0	0	0	0	0	0	0	0
20 to 24	111	0	0	0	0	0	0	0	0	111
25 to 29	312	0	0	0	0	0	0	0	0	312
30 to 34	164	0	0	0	0	0	0	0	0	164
35 to 39	112	0	0	0	0	0	0	0	0	112
40 to 44	86	0	0	0	0	0	0	0	0	86
45 to 49	107	0	0	0	0	0	0	0	0	107
50 to 54	105	0	0	0	0	0	0	0	0	105
55 to 59	56	0	0	0	0	0	0	0	0	56
60 to 64	17	0	0	0	0	0	0	0	0	17
Over 65	9	0	0	0	0	0	0	0	0	9
Total	1,079	0	0	0	0	0	0	0	0	1,079

**SCHEDULE OF ALL ACTIVE PARTICIPANTS**

	YEARS OF SERVICE									
	0 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	Over 40	Total
Under 20	0	0	0	0	0	0	0	0	0	0
20 to 24	113	0	0	0	0	0	0	0	0	113
25 to 29	393	51	3	0	0	0	0	0	0	447
30 to 34	240	173	34	0	0	0	0	0	0	447
35 to 39	151	109	161	15	0	0	0	0	0	436
40 to 44	122	115	223	103	43	5	0	0	0	611
45 to 49	141	104	251	130	138	152	8	0	0	924
50 to 54	126	83	178	107	133	472	365	8	0	1,472
55 to 59	66	55	106	49	55	153	524	52	0	1,060
60 to 64	22	24	38	27	26	43	116	67	15	378
Over 65	9	13	11	15	5	11	41	21	32	158
Total	1,383	727	1,005	446	400	836	1,054	148	47	6,046



**DISTRICT OF COLUMBIA RETIREMENT BOARD  
TEACHERS' RETIREMENT FUND**

**SCHEDULE OF AVERAGE SALARIES FOR ACTIVES HIRED BEFORE NOVEMBER 16, 1996**

	YEARS OF SERVICE								
	0 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	Over 40
Under 20	0	0	0	0	0	0	0	0	0
20 to 24	28,855	0	0	0	0	0	0	0	0
25 to 29	30,720	32,566	30,570	0	0	0	0	0	0
30 to 34	32,098	34,368	38,437	0	0	0	0	0	0
35 to 39	33,191	37,409	42,660	43,476	0	0	0	0	0
40 to 44	34,355	38,650	45,311	48,690	50,800	51,426	0	0	0
45 to 49	36,873	40,115	48,259	51,151	53,701	53,129	54,836	0	0
50 to 54	37,989	42,593	48,184	51,505	52,915	54,027	54,807	56,153	0
55 to 59	36,334	44,684	49,138	51,016	51,244	53,554	54,462	57,264	0
60 to 64	34,546	44,514	51,107	49,762	54,670	52,658	52,645	56,662	58,543
Over 65	0	42,819	44,521	52,662	53,374	53,959	54,716	56,405	57,426

**SCHEDULE OF AVERAGE SALARIES FOR ACTIVES HIRED ON OR AFTER NOVEMBER 16, 1996**

	YEARS OF SERVICE								
	0 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	Over 40
Under 20	0	0	0	0	0	0	0	0	0
20 to 24	27,665	0	0	0	0	0	0	0	0
25 to 29	29,133	0	0	0	0	0	0	0	0
30 to 34	31,220	0	0	0	0	0	0	0	0
35 to 39	34,051	0	0	0	0	0	0	0	0
40 to 44	35,962	0	0	0	0	0	0	0	0
45 to 49	35,847	0	0	0	0	0	0	0	0
50 to 54	39,230	0	0	0	0	0	0	0	0
55 to 59	46,870	0	0	0	0	0	0	0	0
60 to 64	40,157	0	0	0	0	0	0	0	0
Over 65	42,034	0	0	0	0	0	0	0	0



**DISTRICT OF COLUMBIA RETIREMENT BOARD  
POLICE OFFICERS' AND FIRE FIGHTERS' RETIREMENT FUND**

**SCHEDULE OF ACTIVE POLICE OFFICERS HIRED BEFORE NOVEMBER 10, 1996**

	YEARS OF SERVICE									
	0 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	Over 40	Total
Under 20	0	0	0	0	0	0	0	0	0	0
20 to 24	1	4	0	0	0	0	0	0	0	5
25 to 29	15	166	18	0	0	0	0	0	0	199
30 to 34	10	539	363	1	0	0	0	0	0	913
35 to 39	3	247	566	105	0	0	0	0	0	921
40 to 44	0	59	159	220	57	15	0	0	0	510
45 to 49	0	1	7	81	93	137	13	0	0	332
50 to 54	0	1	0	5	14	70	56	0	0	146
55 to 59	0	0	0	0	0	14	18	2	0	34
60 to 64	1	0	0	0	0	0	4	2	0	7
Over 65	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>30</b>	<b>1,017</b>	<b>1,113</b>	<b>412</b>	<b>164</b>	<b>236</b>	<b>91</b>	<b>4</b>	<b>0</b>	<b>3,067</b>

**SCHEDULE OF ACTIVE POLICE OFFICERS HIRED ON OR AFTER NOVEMBER 10, 1996**

	YEARS OF SERVICE									
	0 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	Over 40	Total
Under 20	0	0	0	0	0	0	0	0	0	0
20 to 24	60	0	0	0	0	0	0	0	0	60
25 to 29	217	0	0	0	0	0	0	0	0	217
30 to 34	90	0	0	0	0	0	0	0	0	90
35 to 39	30	0	0	0	0	0	0	0	0	30
40 to 44	10	0	0	0	0	0	0	0	0	10
45 to 49	2	0	0	0	0	0	0	0	0	2
50 to 54	3	0	0	0	0	0	0	0	0	3
55 to 59	0	0	0	0	0	0	0	0	0	0
60 to 64	0	0	0	0	0	0	0	0	0	0
Over 65	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>412</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>412</b>

**SCHEDULE OF ALL ACTIVE POLICE OFFICERS**

	YEARS OF SERVICE									
	0 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	Over 40	Total
Under 20	0	0	0	0	0	0	0	0	0	0
20 to 24	61	4	0	0	0	0	0	0	0	65
25 to 29	232	166	18	0	0	0	0	0	0	416
30 to 34	100	539	363	1	0	0	0	0	0	1,003
35 to 39	33	247	566	105	0	0	0	0	0	951
40 to 44	10	59	159	220	57	15	0	0	0	520
45 to 49	2	1	7	81	93	137	13	0	0	334
50 to 54	3	1	0	5	14	70	56	0	0	149
55 to 59	0	0	0	0	0	14	18	2	0	34
60 to 64	1	0	0	0	0	0	4	2	0	7
Over 65	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>442</b>	<b>1,017</b>	<b>1,113</b>	<b>412</b>	<b>164</b>	<b>236</b>	<b>91</b>	<b>4</b>	<b>0</b>	<b>3,479</b>



**DISTRICT OF COLUMBIA RETIREMENT BOARD  
POLICE OFFICERS' AND FIRE FIGHTERS' RETIREMENT FUND**

**SCHEDULE OF AVERAGE SALARIES  
FOR ACTIVE POLICE OFFICERS HIRED BEFORE NOVEMBER 10, 1996**

	YEARS OF SERVICE								
	0 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	Over 40
Under 20	0	0	0	0	0	0	0	0	0
20 to 24	40,879	40,879	0	0	0	0	0	0	0
25 to 29	39,718	42,717	45,214	0	0	0	0	0	0
30 to 34	41,402	44,964	46,143	45,071	0	0	0	0	0
35 to 39	39,582	45,392	47,480	52,862	0	0	0	0	0
40 to 44	0	44,828	48,243	54,056	63,534	59,022	0	0	0
45 to 49	0	35,585	52,090	53,844	62,902	61,198	58,223	0	0
50 to 54	0	40,879	0	57,017	60,488	61,999	60,158	0	0
55 to 59	0	0	0	0	0	60,823	59,986	59,528	0
60 to 64	37,080	0	0	0	0	0	66,781	66,544	0
Over 65	0	0	0	0	0	0	0	0	0

**SCHEDULE OF AVERAGE SALARIES  
FOR ACTIVE POLICE OFFICERS HIRED ON OR AFTER NOVEMBER 10, 1996**

	YEARS OF SERVICE								
	0 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	Over 40
Under 20	0	0	0	0	0	0	0	0	0
20 to 24	34,989	0	0	0	0	0	0	0	0
25 to 29	36,226	0	0	0	0	0	0	0	0
30 to 34	37,019	0	0	0	0	0	0	0	0
35 to 39	36,668	0	0	0	0	0	0	0	0
40 to 44	37,408	0	0	0	0	0	0	0	0
45 to 49	45,553	0	0	0	0	0	0	0	0
50 to 54	67,004	0	0	0	0	0	0	0	0
55 to 59	0	0	0	0	0	0	0	0	0
60 to 64	0	0	0	0	0	0	0	0	0
Over 65	0	0	0	0	0	0	0	0	0



**DISTRICT OF COLUMBIA RETIREMENT BOARD  
POLICE OFFICERS' AND FIRE FIGHTERS' RETIREMENT FUND**

**SCHEDULE OF ACTIVE FIRE FIGHTERS HIRED BEFORE NOVEMBER 10, 1996**

	YEARS OF SERVICE									
	0 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	Over 40	Total
Under 20	0	0	0	0	0	0	0	0	0	0
20 to 24	0	0	0	0	0	0	0	0	0	0
25 to 29	12	82	29	0	0	0	0	0	0	123
30 to 34	45	130	60	0	0	0	0	0	0	235
35 to 39	25	72	145	27	0	0	0	0	0	269
40 to 44	3	2	97	126	48	1	0	0	0	277
45 to 49	1	2	2	33	58	57	0	0	0	153
50 to 54	1	1	0	0	3	46	16	0	0	67
55 to 59	0	1	0	0	0	5	8	1	0	15
60 to 64	0	0	1	0	0	0	0	0	0	1
Over 65	0	0	0	0	0	0	0	1	0	1
<b>Total</b>	<b>87</b>	<b>290</b>	<b>334</b>	<b>186</b>	<b>109</b>	<b>109</b>	<b>24</b>	<b>2</b>	<b>0</b>	<b>1,141</b>

**SCHEDULE OF ACTIVE FIRE FIGHTERS HIRED ON OR AFTER NOVEMBER 10, 1996**

	YEARS OF SERVICE									
	0 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	Over 40	Total
Under 20	0	0	0	0	0	0	0	0	0	0
20 to 24	0	0	0	0	0	0	0	0	0	0
25 to 29	9	0	0	0	0	0	0	0	0	9
30 to 34	43	0	0	0	0	0	0	0	0	43
35 to 39	34	0	0	0	0	0	0	0	0	34
40 to 44	6	0	0	0	0	0	0	0	0	6
45 to 49	2	0	0	0	0	0	0	0	0	2
50 to 54	1	0	0	0	0	0	0	0	0	1
55 to 59	0	0	0	0	0	0	0	0	0	0
60 to 64	0	0	0	0	0	0	0	0	0	0
Over 65	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>95</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>95</b>

**SCHEDULE OF ALL ACTIVE FIRE FIGHTERS**

	YEARS OF SERVICE									
	0 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	Over 40	Total
Under 20	0	0	0	0	0	0	0	0	0	0
20 to 24	0	0	0	0	0	0	0	0	0	0
25 to 29	21	82	29	0	0	0	0	0	0	132
30 to 34	88	130	60	0	0	0	0	0	0	278
35 to 39	59	72	145	27	0	0	0	0	0	303
40 to 44	9	2	97	126	48	1	0	0	0	283
45 to 49	3	2	2	33	58	57	0	0	0	155
50 to 54	2	1	0	0	3	46	16	0	0	68
55 to 59	0	1	0	0	0	5	8	1	0	15
60 to 64	0	0	1	0	0	0	0	0	0	1
Over 65	0	0	0	0	0	0	0	1	0	1
<b>Total</b>	<b>182</b>	<b>290</b>	<b>334</b>	<b>186</b>	<b>109</b>	<b>109</b>	<b>24</b>	<b>2</b>	<b>0</b>	<b>1,236</b>



**DISTRICT OF COLUMBIA RETIREMENT BOARD  
POLICE OFFICERS' AND FIRE FIGHTERS' RETIREMENT FUND**

**SCHEDULE OF AVERAGE SALARIES  
FOR ACTIVE FIRE FIGHTERS HIRED BEFORE NOVEMBER 10, 1996**

	YEARS OF SERVICE								
	0 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	Over 40
Under 20	0	0	0	0	0	0	0	0	0
20 to 24	0	0	0	0	0	0	0	0	0
25 to 29	38,703	38,604	41,257	0	0	0	0	0	0
30 to 34	37,587	39,828	42,564	0	0	0	0	0	0
35 to 39	38,090	40,071	46,513	55,701	0	0	0	0	0
40 to 44	45,709	57,249	46,652	53,410	62,995	52,808	0	0	0
45 to 49	49,257	61,909	47,627	52,409	62,839	65,562	0	0	0
50 to 54	49,257	48,007	0	0	69,465	68,901	80,321	0	0
55 to 59	0	32,436	0	0	0	78,685	94,459	89,626	0
60 to 64	0	0	43,465	0	0	0	0	0	0
Over 65	0	0	0	0	0	0	0	56,458	0

**SCHEDULE OF AVERAGE SALARIES  
FOR ACTIVE FIRE FIGHTERS HIRED ON OR AFTER NOVEMBER 10, 1996**

	YEARS OF SERVICE								
	0 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	Over 40
Under 20	0	0	0	0	0	0	0	0	0
20 to 24	0	0	0	0	0	0	0	0	0
25 to 29	35,175	0	0	0	0	0	0	0	0
30 to 34	35,158	0	0	0	0	0	0	0	0
35 to 39	36,556	0	0	0	0	0	0	0	0
40 to 44	53,793	0	0	0	0	0	0	0	0
45 to 49	54,496	0	0	0	0	0	0	0	0
50 to 54	221,304	0	0	0	0	0	0	0	0
55 to 59	0	0	0	0	0	0	0	0	0
60 to 64	0	0	0	0	0	0	0	0	0
Over 65	0	0	0	0	0	0	0	0	0



**DISTRICT OF COLUMBIA RETIREMENT BOARD  
TEACHERS' RETIREMENT FUND**

**AGE-BENEFIT DISTRIBUTION**

***BENEFITS PAYABLE IN TOTAL***

<b>Age</b>	<b>Count</b>	<b>Annual Benefits</b>	<b>Age</b>	<b>Count</b>	<b>Annual Benefits</b>
Under 24	48	\$102,456	69	199	5,911,608
25	0	0	70	196	5,526,648
26	1	1,020	71	149	4,048,320
27	0	0	72	158	4,515,984
28	0	0	73	183	5,181,276
29	2	5,340	74	137	\$3,766,212
30	1	1,368	75	135	3,728,352
31	2	42,156	76	129	3,451,692
32	1	35,076	77	149	4,292,496
33	0	0	78	127	3,584,436
34	1	1,368	79	123	3,681,276
35	1	33,624	80	110	3,177,840
36	0	0	81	83	2,436,060
37	1	30,000	82	117	3,423,264
38	4	56,784	83	91	2,644,164
39	2	55,560	84	94	2,852,928
40	2	21,120	85	81	2,268,732
41	1	4,536	86	70	2,204,784
42	1	13,224	87	72	2,232,576
43	6	59,148	88	67	2,121,744
44	5	33,576	89	56	1,760,568
45	0	0	90	43	1,436,316
46	1	14,880	91	48	1,508,508
47	5	104,796	92	53	1,900,320
48	5	66,192	93	34	1,207,980
49	11	122,184	94	25	928,680
50	10	188,580	95	26	889,080
51	18	379,644	96	17	594,228
52	25	464,388	97	14	447,864
53	50	1,107,204	98	7	287,136
54	32	691,428	99	5	182,028
55	51	1,189,548	100 & Over	17	540,972
56	91	2,492,760			
57	124	3,544,632			
58	118	3,517,308			
59	119	3,560,457			
60	113	3,526,116			
61	151	4,747,188			
62	156	4,917,336			
63	173	5,288,988			
64	184	5,797,980			
65	184	5,485,128			
66	197	6,320,184			
67	184	5,524,440			
68	202	5,643,132			
		<b>Totals:</b>	<b>5,098</b>		<b>\$147,924,921</b>



**DISTRICT OF COLUMBIA RETIREMENT BOARD  
TEACHERS' RETIREMENT FUND**

**AGE-BENEFIT DISTRIBUTION**

***BENEFITS PAYABLE BY THE DISTRICT OF COLUMBIA***

<b>Age</b>	<b>Count</b>	<b>Annual Benefits</b>	<b>Age</b>	<b>Count</b>	<b>Annual Benefits</b>
Under 24	0	\$0	49	2	\$27,074
25	0	0	50	5	\$44,921
26	0	0	51	6	\$65,073
27	0	0	52	6	\$70,766
28	0	0	53	11	\$10,626
29	0	0	54	6	\$47,541
30	0	0	55	18	90,244
31	0	0	56	43	78,297
32	0	0	57	55	76,835
33	0	0	58	36	35,834
34	0	0	59	30	58,814
35	0	0	60	21	41,444
36	0	0	61	27	30,026
37	0	0	62	19	17,079
38	0	0	63	19	24,310
39	0	0	64	8	7,250
40	0	0	65	6	5,119
41	0	0	66	7	8,004
42	0	0	67	8	6,644
43	0	0	68	4	4,386
44	0	0	69	4	3,012
45	0	0	70	5	6,524
46	0	0	71	1	1,236
47	1	21,276	72	0	0
48	0	0	73	0	0
			74	2	2,175
			<b>Totals:</b>	<b>350</b>	<b>\$784,510</b>



**DISTRICT OF COLUMBIA RETIREMENT BOARD  
TEACHERS' RETIREMENT FUND**

**AGE-BENEFIT DISTRIBUTION**

**BENEFITS PAYABLE BY THE FEDERAL GOVERNMENT**

<b>Age</b>	<b>Count</b>	<b>Annual Benefits</b>	<b>Age</b>	<b>Count</b>	<b>Annual Benefits</b>
Under 24	48	\$102,456	69	199	5,908,596
25	0	0	70	196	5,520,124
26	1	1,020	71	149	4,047,084
27	0	0	72	158	4,515,984
28	0	0	73	183	5,181,276
29	2	5,340	74	137	\$3,764,037
30	1	1,368	75	135	3,728,352
31	2	42,156	76	129	3,451,692
32	1	35,076	77	149	4,292,496
33	0	0	78	127	3,584,436
34	1	1,368	79	123	3,681,276
35	1	33,624	80	110	3,177,840
36	0	0	81	83	2,436,060
37	1	30,000	82	117	3,423,264
38	4	56,784	83	91	2,644,164
39	2	55,560	84	94	2,852,928
40	2	21,120	85	81	2,268,732
41	1	4,536	86	70	2,204,784
42	1	13,224	87	72	2,232,576
43	6	59,148	88	67	2,121,744
44	5	33,576	89	56	1,760,568
45	0	0	90	43	1,436,316
46	1	14,880	91	48	1,508,508
47	5	83,520	92	53	1,900,320
48	5	66,192	93	34	1,207,980
49	11	95,110	94	25	928,680
50	10	143,659	95	26	889,080
51	18	314,571	96	17	594,228
52	25	393,622	97	14	447,864
53	50	1,096,578	98	7	287,136
54	32	643,887	99	5	182,028
55	51	1,099,304	100 & Over	17	540,972
56	91	2,414,463			
57	124	3,467,797			
58	118	3,481,474			
59	119	3,501,643			
60	113	3,484,672			
61	151	4,717,162			
62	156	4,900,257			
63	173	5,264,678			
64	184	5,790,730			
65	184	5,480,009			
66	197	6,312,180			
67	184	5,517,796			
68	202	5,638,746			
<b>Totals:</b>				<b>5,098</b>	<b>\$147,140,411</b>



**DISTRICT OF COLUMBIA RETIREMENT BOARD  
POLICE OFFICERS' RETIREMENT FUND**

**AGE-BENEFIT DISTRIBUTION**

**BENEFITS PAYABLE IN TOTAL**

<b>Age</b>	<b>Count</b>	<b>Annual Benefits</b>	<b>Age</b>	<b>Count</b>	<b>Annual Benefits</b>
Under 24	131	\$289,356	69	94	\$3,248,409
25	0	0	70	78	2,712,682
26	1	3,372	71	89	3,259,581
27	2	7,944	72	117	4,274,106
28	2	3,756	73	84	3,114,584
29	1	16,944	74	79	2,763,474
30	4	47,364	75	76	2,678,513
31	3	41,004	76	75	2,430,178
32	5	78,216	77	61	1,967,245
33	6	104,268	78	60	1,828,997
34	3	47,232	79	44	1,443,477
35	5	90,192	80	56	1,706,563
36	4	48,060	81	63	2,022,950
37	11	152,592	82	49	1,634,259
38	7	116,808	83	52	1,412,629
39	11	195,984	84	51	1,783,589
40	13	187,560	85	54	1,670,933
41	13	198,911	86	29	746,882
42	19	371,871	87	33	1,107,769
43	25	590,950	88	33	958,171
44	38	1,061,172	89	23	676,270
45	48	1,344,066	90	23	588,079
46	76	2,165,828	91	18	607,768
47	107	3,161,478	92	10	217,747
48	161	4,765,492	93	13	364,592
49	172	5,165,024	94	7	222,603
50	196	6,315,982	95	7	174,400
51	214	6,694,829	96	4	97,791
52	303	9,599,569	97	5	106,779
53	364	12,219,527	98	1	15,276
54	224	7,288,641	99	2	32,580
55	227	7,575,194	100 & Over	4	92,243
56	205	6,700,909			
57	204	6,698,899			
58	167	5,721,196			
59	150	5,071,037			
60	173	5,891,799			
61	153	4,956,494			
62	155	5,183,571			
63	121	4,032,476			
64	139	4,634,563			
65	114	3,957,714			
66	92	3,075,414			
67	75	2,814,509			
68	76	2,633,512			
		<b>Totals:</b>	<b>5,614</b>		<b>\$177,282,398</b>



**DISTRICT OF COLUMBIA RETIREMENT BOARD  
POLICE OFFICERS' RETIREMENT FUND**

**AGE-BENEFIT DISTRIBUTION**

***BENEFITS PAYABLE BY THE DISTRICT OF COLUMBIA***

<b>Age</b>	<b>Count</b>	<b>Annual Benefits</b>	<b>Age</b>	<b>Count</b>	<b>Annual Benefits</b>
Under 24	0	\$0	44	15	\$50,078
25	0	0	45	13	31,215
26	0	0	46	18	16,487
27	0	0	47	22	4,110
28	0	0	48	20	4,215
29	1	16,692	49	20	1,644
30	0	0	50	17	2,400
31	0	0	51	16	5,101
32	2	47,340	52	23	246
33	3	53,016	53	12	1,535
34	1	21,528	54	8	680
35	3	33,072	55	6	231
36	1	21,588	56	2	3,101
37	2	36,168	57	7	409
38	1	18,048			
39	3	42,540			
40	0	0			
41	2	47,088			
42	3	0			
43	10	32,277			
<b>Totals:</b>			<b>231</b>		<b>\$490,809</b>



**DISTRICT OF COLUMBIA RETIREMENT BOARD  
POLICE OFFICERS' RETIREMENT FUND**

**AGE-BENEFIT DISTRIBUTION**

**BENEFITS PAYABLE BY THE DISTRICT OF COLUMBIA**

<b>Age</b>	<b>Count</b>	<b>Annual Benefits</b>	<b>Age</b>	<b>Count</b>	<b>Annual Benefits</b>
Under 24	0	\$0	44	15	\$50,078
25	0	0	45	13	31,215
26	0	0	46	18	16,487
27	0	0	47	22	4,110
28	0	0	48	20	4,215
29	1	16,692	49	20	1,644
30	0	0	50	17	2,400
31	0	0	51	16	5,101
32	2	47,340	52	23	246
33	3	53,016	53	12	1,535
34	1	21,528	54	8	680
35	3	33,072	55	6	231
36	1	21,588	56	2	3,101
37	2	36,168	57	7	409
38	1	18,048			
39	3	42,540			
40	0	0			
41	2	47,088			
42	3	0			
43	10	32,277			
<b>Totals:</b>				<b>231</b>	<b>\$490,809</b>



**DISTRICT OF COLUMBIA RETIREMENT BOARD  
POLICE OFFICERS' RETIREMENT FUND**

**AGE-BENEFIT DISTRIBUTION**

***BENEFITS PAYABLE BY THE FEDERAL GOVERNMENT***

<b>Age</b>	<b>Count</b>	<b>Annual Benefits</b>	<b>Age</b>	<b>Count</b>	<b>Annual Benefits</b>
Under 24	131	\$289,356	69	94	\$3,248,409
25	0	0	70	78	2,712,682
26	1	3,372	71	89	3,259,581
27	2	7,944	72	117	4,274,106
28	2	3,756	73	84	3,114,584
29	1	252	74	79	2,763,474
30	4	47,364	75	76	2,678,513
31	3	41,004	76	75	2,430,178
32	5	30,876	77	61	1,967,245
33	6	51,252	78	60	1,828,997
34	3	25,704	79	44	1,443,477
35	5	57,120	80	56	1,706,563
36	4	26,472	81	63	2,022,950
37	11	116,424	82	49	1,634,259
38	7	98,760	83	52	1,412,629
39	11	153,444	84	51	1,783,589
40	13	187,560	85	54	1,670,933
41	13	151,823	86	29	746,882
42	19	371,871	87	33	1,107,769
43	25	558,673	88	33	958,171
44	38	1,011,094	89	23	676,270
45	48	1,312,851	90	23	588,079
46	76	2,149,341	91	18	607,768
47	107	3,157,368	92	10	217,747
48	161	4,761,277	93	13	364,592
49	172	5,163,380	94	7	222,603
50	196	6,313,582	95	7	174,400
51	214	6,689,728	96	4	97,791
52	303	9,599,323	97	5	106,779
53	364	12,217,992	98	1	15,276
54	224	7,287,961	99	2	32,580
55	227	7,574,963	100 & Over	4	92,243
56	205	6,697,808			
57	204	6,698,490			
58	167	5,721,196			
59	150	5,071,037			
60	173	5,891,799			
61	153	4,956,494			
62	155	5,183,571			
63	121	4,032,476			
64	139	4,634,563			
65	114	3,957,714			
66	92	3,075,414			
67	75	2,814,509			
68	76	2,633,512			
<b>Totals</b>				<b>5,614</b>	<b>\$176,791,589</b>



**DISTRICT OF COLUMBIA RETIREMENT BOARD  
FIRE FIGHTERS' RETIREMENT FUND**

**AGE-BENEFIT DISTRIBUTION**

**BENEFITS PAYABLE IN TOTAL**

<b>Age</b>	<b>Count</b>	<b>Annual Benefits</b>	<b>Age</b>	<b>Count</b>	<b>Annual Benefits</b>
Under 24	40	\$86,148	69	44	1,557,500
25	0	0	70	54	2,019,267
26	0	0	71	42	1,784,834
27	0	0	72	45	1,791,737
28	0	0	73	46	1,824,905
29	0	0	74	32	1,303,562
30	1	24,492	75	44	1,611,403
31	0	0	76	26	990,063
32	0	0	77	32	1,212,978
33	0	0	78	38	\$1,370,832
34	0	0	79	35	1,162,641
35	2	36,060	80	36	1,220,346
36	1	20,304	81	39	1,504,159
37	1	15,084	82	33	1,222,651
38	2	21,304	83	34	1,144,318
39	1	12,696	84	25	832,906
40	4	50,688	85	21	816,810
41	3	50,232	86	13	429,461
42	4	60,674	87	24	738,049
43	4	102,852	88	10	304,985
44	4	92,328	89	12	335,085
45	13	399,516	90	11	447,728
46	21	609,988	91	12	371,957
47	22	630,094	92	9	244,826
48	18	538,620	93	10	198,060
49	20	664,939	94	3	85,968
50	27	1,010,424	95	3	83,268
51	26	923,827	96	2	65,777
52	37	1,319,904	97	1	20,100
53	62	2,161,564	98	0	0
54	67	2,549,466	99	2	43,152
55	65	2,537,389	100 & Over	2	38,005
56	58	2,340,967			
57	64	2,464,855			
58	90	3,323,058			
59	89	3,527,251			
60	89	3,736,807			
61	74	2,896,852			
62	62	2,248,401			
63	54	2,176,595			
64	66	2,430,023			
65	49	1,827,076			
66	52	2,047,634			
67	33	1,243,842			
68	35	1,352,836			
<b>Totals:</b>				<b>2,000</b>	<b>\$72,312,123</b>



**DISTRICT OF COLUMBIA RETIREMENT BOARD  
FIRE FIGHTERS' RETIREMENT FUND**

**AGE-BENEFIT DISTRIBUTION**

**BENEFITS PAYABLE BY THE DISTRICT OF COLUMBIA**

<b>Age</b>	<b>Count</b>	<b>Annual Benefits</b>	<b>Age</b>	<b>Count</b>	<b>Annual Benefits</b>
Under 24	0	\$0	44	3	72,100
25	0	0	45	2	6,773
26	0	0	46	8	133,782
27	0	0	47	6	65,123
28	0	0	48	4	\$17,731
29	0	0	49	6	77,546
30	1	24,492	50	7	86,888
31	0	0	51	3	46,823
32	0	0	52	2	0
33	0	0	53	3	81,836
34	0	0	54	4	36,099
35	0	0	55	3	2,829
36	0	0	56	6	98,398
37	0	0	57	2	36,720
38	0	0	58	1	4,398
39	0	0	59	1	5,337
40	0	0	60	3	91,344
41	0	0			
42	0	0			
43	2	73,164			
<b>Totals:</b>				<b>67</b>	<b>\$961,383</b>



**DISTRICT OF COLUMBIA RETIREMENT BOARD  
FIRE FIGHTERS' RETIREMENT FUND**

**AGE-BENEFIT DISTRIBUTION**

**BENEFITS PAYABLE BY THE FEDERAL GOVERNMENT**

<b>Age</b>	<b>Count</b>	<b>Annual Benefits</b>	<b>Age</b>	<b>Count</b>	<b>Annual Benefits</b>
Under 24	40	\$86,148	69	44	1,557,500
25	0	0	70	54	2,019,267
26	0	0	71	42	1,784,834
27	0	0	72	45	1,791,737
28	0	0	73	46	1,824,905
29	0	0	74	32	\$1,303,562
30	1	0	75	44	1,611,403
31	0	0	76	26	990,063
32	0	0	77	32	1,212,978
33	0	0	78	38	1,370,832
34	0	0	79	35	1,162,641
35	2	36,060	80	36	1,220,346
36	1	20,304	81	39	1,504,159
37	1	15,084	82	33	1,222,651
38	2	21,304	83	34	1,144,318
39	1	12,696	84	25	832,906
40	4	50,688	85	21	816,810
41	3	50,232	86	13	429,461
42	4	60,674	87	24	738,049
43	4	29,688	88	10	304,985
44	4	20,228	89	12	335,085
45	13	392,743	90	11	447,728
46	21	476,206	91	12	371,957
47	22	564,971	92	9	244,826
48	18	520,889	93	10	198,060
49	20	587,393	94	3	85,968
50	27	923,536	95	3	83,268
51	26	877,004	96	2	65,777
52	37	1,319,904	97	1	20,100
53	62	2,079,728	98	0	0
54	67	2,513,367	99	2	43,152
55	65	2,534,560	100 & Over	2	38,005
56	58	2,242,569			
57	64	2,428,135			
58	90	3,318,660			
59	89	3,521,914			
60	89	3,645,463			
61	74	2,896,852			
62	62	2,248,401			
63	54	2,176,595			
64	66	2,430,023			
65	49	1,827,076			
66	52	2,047,634			
67	33	1,243,842			
68	35	1,352,836			
					<b>2,000</b>
					<b>\$71,350,740</b>



## **Appendix B - Actuarial Assumptions and Procedures**

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4. Annual Rates of Withdrawal	B-2
5. Annual Rates of Mortality	
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## A. ACTUARIAL ASSUMPTIONS

*1. Annual Rate of Investment Return* 7.25%

*2. Annual Increase in Cost-of Living* 5.00%

*3. Rates of Salary Increases for Liabilities<sup>1</sup>*

(% at selected service)

<u>Service</u>	<u>Teachers</u>	<u>Police<sup>2</sup></u>	<u>Fire<sup>2</sup></u>
0	8.8	8.8	8.2
5	8.6	7.4	7.9
10	7.6	7.2	7.6
15	6.4	6.9	7.1
20	5.7	6.6	6.8
25	5.4	6.0	6.5
30	5.3	5.5	6.3

<sup>1</sup> The rates include an annual assumed general wage increase of 5.0%.

<sup>2</sup> Additional increases are reflected to account for the Base Retention Differential of 5% after 20 years of service for police officers and Retention incentives of 5%, 10%, and 15% after 15, 20, and 25 years of service, respectively, for fire fighters.



*For participants hired on or after November 10, 1996:*

*Eligibility* - Age 60 or 25 years of departmental service and no age requirement.

*Benefit* - 2.5% of average pay times departmental service subject to a maximum benefit of 80% of pay.

## **6. Disability Retirement**

### **Service-related**

*Eligibility* - disabled as a result of an illness or injury in the line of duty.

*Benefit for those hired before February 15, 1980* - 2.5% of average pay times total years of service, subject to a minimum benefit of 66-2/3% of average pay and subject to a maximum benefit of 70% of average pay.

*Benefit for those hired on or after February 15, 1980* - 70% of final pay times percentage of disability, subject to a minimum benefit of 40% of final pay.

### **Non-service-related**

*Eligibility* - 5 years of departmental service and a physical or mental disability that prevents the member from performing his/her job.

*Benefit for those hired before February 15, 1980* - 2% of average pay times total years of service, subject to a minimum benefit of 40% of average pay and subject to a maximum benefit of 70% of average pay.

*Benefit for those hired on or after February 15, 1980* - 70% of final pay times percentage of disability, subject to a minimum benefit of 30% of final pay.

## **7. Deferred Vested Retirement**

*Eligibility* - 5 years of departmental service.

*Benefit* - Normal Retirement benefit beginning at age 55.

## **8. Lump Sum Death Benefit**

*Eligibility* - death in the line of duty not resulting from willful misconduct, an intention to bring about his/her own death, or drunkenness.

*Benefit* - \$50,000. Additional amounts will be paid by the Federal government (outside of the retirement fund).



## **9. Installment Benefits Payable upon Death**

### **Spouse Only**

*Eligibility* - death and married for at least two years or have a child by the marriage.

*Benefit* - 40% of the greater of average pay and the salary for step 6 salary class 1 of the D.C. Police and Fireman's Salary Act in effect, adjusted for cost-of-living increases if death occurs after retirement.

### **Spouse and Dependent Children**

*Eligibility* - for the spouse, as described above; for the children, unmarried and under 18, 22 if full-time student, or any child dependent because of a disability incurred before age 18.

*Benefit* - spouse benefit as described above plus a benefit per child of the smallest of 60% of average pay divided by the number of children, \$1,548, and \$4,644 divided by the number of children; payable until the children are no longer eligible.

### **Dependent Children Only**

*Eligibility* - same as the children's benefit above.

*Benefit* - per child, 75% of average pay divided by the number of eligible children.

### **Refund of Contributions**

If no eligible dependent exists, all contributions will be refunded to a named beneficiary.

## **10. Cost-of-Living Adjustments**

Employees (not beneficiaries) who retired prior to February 15, 1980, receive the same percentage increase as active employees' salary increases.

All other retired participants receive an increase each March based on the annual change in the Consumer Price Index (All Urban Consumers) from December to December.



## *Appendix C - Summary of the Provisions of the Programs*

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Police Officers and Fire Fighters' Retirement Program	C-5



#### **4. Withdrawal**

##### **Teachers**

Number of withdrawals per 1,000 members at selected ages:

<u>Age</u>	<u>Male</u>	<u>Female</u>
25	140	140
30	80	80
35	50	50
40	35	35
45	28	28
50	20	20
55	0	0

##### **Police**

Number of withdrawals per 1,000 members at selected ages:

<u>Age</u>	<u>Male</u>	<u>Female</u>
25	66	66
30	34	34
35	17	17
40	7	7
45	4	4
50	0	0
55	0	0

##### **Fire**

Number of withdrawals per 1,000 members at selected ages:

<u>Age</u>	<u>Male</u>	<u>Female</u>
25	30	30
30	10	10
35	8	8
40	6	6
45	5	5
50	0	0
55	0	0



## 5. Mortality

### Teachers

#### *Active Members:*

Male	1994 Uninsured Pension (UP94) Male Table set forward 1 year
Female	1994 Uninsured Pension (UP94) Female Table set forward 1 year

#### *Inactive Healthy Members:*

Male	1994 Uninsured Pension (UP94) Male Table
Female	1994 Uninsured Pension (UP94) Female Table

#### *Inactive Disabled Members:*

Number of deaths per 10,000 members at selected ages:

<u>Age</u>	<u>Male</u>	<u>Female</u>
25	300	300
30	300	300
35	300	300
40	300	300
45	300	300
50	307	300
55	315	300
60	324	300
65	332	300
70	475	300
75	658	343
80	901	518
85	1,121	728



## 5. Mortality (continued)

### Police Officers & Fire Fighters

#### *Active Members:*

Male	1994 Uninsured Pension (UP94) Male Table set forward 3 years
Female	1994 Uninsured Pension (UP94) Female Table set forward 3 years

#### *Inactive Healthy Members:*

Male	1994 Uninsured Pension (UP94) Male Table set forward 2 years
Female	1994 Uninsured Pension (UP94) Female Table set forward 2 years

#### *Inactive Disabled Members:*

Number of deaths per 10,000 members at selected ages:

<u>Age</u>	<u>Male</u>	<u>Female</u>
25	113	70
30	113	70
35	113	70
40	113	70
45	113	70
50	113	70
55	113	70
60	163	104
65	237	149
70	330	214
75	486	305
80	812	529
85	1,244	903



## 6. Disability

### Teachers

Number of disablements per 10,000 members at selected ages:

<u>Age</u>	<u>Male</u>	<u>Female</u>
25	4	4
30	7	7
35	12	12
40	16	16
45	26	26
50	40	40
55	69	69
60	71	71
65	0	0

### Police <sup>1</sup>

Number of disabilities occurring per 10,000 members at selected ages:

<u>Age</u>	<u>Male</u>	<u>Female</u>
25	26	26
30	34	34
35	51	51
40	75	75
45	118	118
50	195	195
55	341	341
60	500	500
65	500	500

---

<sup>1</sup> It is assumed that 50% of the disabilities are due to accidents in the line of duty.



## 6. Disability (continued)

### Fire <sup>1</sup>

Number of disabilities occurring per 10,000 members at selected ages:

<u>Age</u>	<u>Male</u>	<u>Female</u>
25	40	26
30	52	34
35	77	51
40	113	75
45	177	118
50	293	195
55	520	341
60	743	500
65	743	500

---

<sup>1</sup> It is assumed that 50% of the disabilities are due to accidents in the line of duty.



## 7. Retirement

### Teachers

Number of retirements per 1,000 members at selected ages:

<u>Age</u>	<u>First Year Eligible</u>	<u>Subsequent Years Eligible</u>
45	--	--
50	200	--
55	200	150
56	400	150
57	600	150
58	600	150
59	600	150
60	200	200
65 <sup>1</sup>	200	400
70	200	1,000

### Police Officers & Fire Fighters

Number of retirements per 1,000 members at selected ages:

<u>Age</u>	<u>Police</u>	<u>Fire</u>
45	150	60
50	230	130
55	400	350
56	500	350
57	500	350
58	500	350
59	500	350
60	1,000	1,000
65	1,000	1,000
70	1,000	1,000

---

<sup>1</sup> Between the ages of 65 and 70, teachers are assumed to retire at the rate of 200 per 1,000.



## **B. ACTUARIAL PROCEDURES**

### ***1. Asset Valuation Method***

For purposes of determining the fiscal year 2001 District payment, an actuarial value of assets is used. The actuarial value of assets is equal to the expected market value of assets at September 30, 1999 plus 1/3 of the difference between the expected market value and the actual market value at September 30, 1999.

### ***2. Funding Method***

The funding method required by DCRPA '97 is the aggregate funding method.



***Summary of Program Provisions:***  
***District of Columbia Retirement Program for Teachers***

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**1. Membership**

Permanent, temporary, and probationary teachers for the District of Columbia public day schools become members automatically on their date of employment. Other employees covered by the Teachers' Salary Act--including librarians, principals, and counselors--also become members on their date of employment. Substitute teachers and employees of the Department of School Attendance and Work Permits are not covered.

**2. Required Member Contributions**

Members hired before November 16, 1996 contribute 7% of annual pay minus any pay received for summer school. Members hired on or after November 16, 1996 contribute 8% of annual pay minus pay received for summer school.

**3. Voluntary Member Contributions**

Members can contribute up to 10% of annual pay toward an annuity in addition to any vested pension.

**4. Service**

*School Service* - one year of school service is granted for each year of employment with the D.C. public day schools.

*Credited Service* - service granted in addition to school service.

**5. Voluntary Retirement**

*For participants hired before November 16, 1996:*

*Eligibility* - age 62 with 5 years of school service; age 60 with 20 years of total service, including 5 years of school service; age 55 with 30 years of total service, including 5 years of school service.

*Benefit* - 1.5% of 3-year average pay times service up to 5 years, plus 1.75% of average pay times service between 5 and 10 years, plus 2% of average pay times service over 10 years, with each period subject to a minimum benefit of 1.0% of average pay plus \$25.



*For participants hired on or after November 16, 1996:*

*Eligibility* - age 62 with 5 years of school service; age 60 with 20 years of total service, including 5 years of school service; or any age with 30 years of total service, including 5 years of school service.

*Benefit* - 2.0% of 3-year average pay times service up to 5 years subject to a minimum benefit of 1.0% of average pay plus \$25.

## **6. Involuntary Retirement**

*Eligibility* - retired involuntarily for reasons other than misconduct or delinquency with 25 years of total service, including 5 years of school service; or age 50 with 20 years of total service, including 5 years of school service.

*Benefit* - Voluntary Retirement benefit reduced 1/6% per month (2% per year) that date of retirement is before age 55.

## **7. Disability Retirement**

*Eligibility* - 5 years of school service and a physical or mental disability that prevents the member from performing his/her job.

*Benefit* - Voluntary Retirement benefit subject to a minimum of the lesser of 40% of average pay and the benefit that the member would receive projecting service to age 60.

## **8. Deferred Vested Retirement**

*Eligibility* - 5 years of school service.

*Benefit* - Voluntary Retirement benefit beginning at age 62.

## **9. Lump Sum Death Benefit**

*Eligibility* - death before completion of 18 months of school service or death without an eligible spouse, child, or parent.

*Benefit* - Refund of paid contributions.



## **10. Installment Benefits Payable upon Death**

### **Spouse Only**

*Eligibility* - death before retirement and married for at least two years or have a child by the marriage.

*Benefit* - 55% of the Voluntary Retirement benefit subject to the minimums specified in the Disability Retirement Benefit.

### **Spouse and Dependent Children**

*Eligibility* - for the spouse, as described above; for the children, unmarried and under 18, 22 if full-time student, or any child dependent because of a disability incurred before age 18. Death does not have to occur before retirement for the children's benefits.

*Benefit* - spouse benefit as described above plus a benefit per child of the smallest of 60% of average pay divided by the number of children, \$900, and \$2,700 divided by the number of children; payable until the children are no longer eligible.

### **Dependent Children Only**

*Eligibility* - same as the children's benefit above.

*Benefit* - per child, the smallest of 75% of average pay divided by the number of eligible children, \$1,080, and \$3,240 divided by the number of children payable until the children are no longer eligible.

### **Surviving Parents Only**

*Eligibility* - death before retirement and no eligible spouse or children, and parents receive at least one-half of their total income from member.

*Benefit* - spouse benefit as described above.

## **11. Cost-of-Living Adjustments**

All participants receive an increase each March based on the annual change in the Consumer Price Index (all items - U.S. City average) from December to December.



## **12. Form of Payment Options**

*Normal Form of Payment* - Single Life Annuity.

*Joint and 55% Survivor (to spouse)* - The original benefit is reduced by 2.5% of annual pension up to \$3,600, plus 10% of any amount over \$3,600.

*Variable Survivor* - A joint and 55% survivor annuity with the original benefit reduced 10% plus an additional 5% for each full 5 years, up to 25 years, the survivor is younger, with a total reduction of 40% for any survivor who is 25 or more years younger.

*Insurance Option* - benefits may be reduced and the balance used to purchase life insurance.

## **13. Benefit Changes Since Prior Valuation**

None.



***Summary of Program Provisions:  
Retirement Program for District of Columbia  
Police Officers and Fire Fighters***

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**1. Membership**

All police officers and fire fighters of the District of Columbia members automatically on their date of employment. Police Cadets are not eligible.

**2. Required Member Contributions**

Members hired before November 10, 1996 contribute 7% of annual salary, including any differential for special assignment, but excluding overtime, longevity, holiday, or military pay. Members hired on or after November 10, 1996 contribute 8% of annual salary, including any differential for special assignment, but excluding overtime, longevity, holiday, or military pay.

**3. Average Pay**

For those hired before February 15, 1980, basic pay for the highest 12 months. For those hired on or after February 15, 1980, basic pay for the highest 36 months divided by three.

**4. Service**

*Departmental Service* - each full year and additional months of employment with either the Metropolitan Police Force or the D.C. Fire Department.

*Credited Service* - service granted in addition to departmental service for service with the military or federal government.

**5. Normal Retirement Benefit**

*For participants hired before November 10, 1996:*

*Eligibility* - Age 50 with 25 years of departmental service (20 years of service and no age requirement if hired before February 15, 1980).

*Benefit* - 2.5% of average pay times departmental service up to 25 years (20 years if hired before February 15, 1980) plus 3% of average pay times departmental service over 25 (or 20) years plus 2.5% of average pay time credited service, subject to a maximum benefit of 80% of pay.



## **11. Form of Payment Options**

*Normal Form of Payment* - Single Life Annuity.

*Additional Survivor Benefit* - The original benefit is reduced 10%. This 10% amount is reduced by 5% for each full 5 years the survivor is younger (but not more than 40%) and is added to the survivor's benefit.

## **12. Benefit Changes Since Prior Valuation**

None.



**Appendix D - GASB Disclosures**

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**DISTRICT OF COLUMBIA RETIREMENT BOARD**

**Required Supplementary Information  
Pursuant to GASB Statement #25**

**Schedule of Funding Progress**

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) (b)	Unfunded AAL (UAAL) (b - a)	Funded Ratio (b / a)	Covered Payroll (c)	UAAL as a Percentage of Covered Payroll [(b - a)/c]
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The District of Columbia Retirement Board uses the aggregate actuarial cost method and is therefore not required to disclose a schedule of funding progress.

**DISTRICT OF COLUMBIA RETIREMENT BOARD**

**Required Supplementary Information  
Pursuant to GASB Statement #25**

**Schedule of Employer Contributions**

**(\$ Millions)**

<u>Year Ended September 30</u>	<u>Teachers' Retirement Fund</u>		<u>Police Officers and Firefighters' Retirement Fund</u>		<u>Total Fund</u>	
	<u>Annual Required Contribution</u>	<u>Percentage Contributed</u>	<u>Annual Required Contribution</u>	<u>Percentage Contributed</u>	<u>Annual Required Contribution</u>	<u>Percentage Contributed</u>
1998	\$9.6	100%	\$47.7	100%	\$57.3	100%
1999	\$12.8	145% <sup>1</sup>	\$35.1	100%	\$47.9	112% <sup>1</sup>
2000	\$10.7	N/A	\$39.9	N/A	\$50.6	N/A

<sup>1</sup> District overpayments for Fiscal Year ending September 30, 1999 will be used to reduce District payments in future years per Section 1-784.2(c) of the D.C. Code.

# DISTRICT OF COLUMBIA RETIREMENT BOARD

## Required Supplementary Information Pursuant to GASB Statement #25

### Additional Information

	Teachers' Retirement Fund	Police Officers' and Firefighters Retirement Fund
Valuation Date:	October 1, 1997	October 1, 1997
Actuarial Cost Method:	Aggregate	Aggregate
Amortization Method:	N/A	N/A
Remaining Amortization Period:	N/A	N/A
Asset Valuation Method:	Market Value	Market Value
Actuarial Assumptions:		
Investment Rate of Return:	7.25%	7.25%
Projected Salary Increases:	5.3%-8.8%	5.5%-8.8%
includes inflation at:	5.0%	5.0%
Cost of Living Adjustments:	5.0% <sup>1</sup>	5.0% <sup>1</sup>

<sup>1</sup> Post-1996 hires have COLAs capped at 3.00%

Please refer to the actuarial valuation report for more details on the assumptions.